



Connecticut Association of Boards of Education, Inc.

81 Wolcott Hill Road, Wethersfield, CT 06109-1242 - (860) 571-7446 - Fax (860) 571-7452 - Email admin@cabe.org

**Testimony
Submitted to the
Education Committee
March 17, 2011**

**SB 1160 AN ACT CONCERNING SCHOOL TRANSPORTATION, THE DEVELOPMENT OF A
MODEL TEACHER PERFORMANCE EVALUATION SYSTEM, AND TEACHER TENURE LAWS
AND COOPERATIVE ARRANGEMENTS**

The Connecticut Association of Boards of Education, as a member of the Performance Evaluation Advisory Council, has been meeting over the past 6 months to fulfill our charge from the legislature to recommend new teacher evaluation guidelines to the State Board of Education. The bill before you today expands that charge to include a development of a "model teacher performance evaluation system". CABE is supportive of the provisions of this bill which provides for a training program for teachers and administrators and guidelines for the creation of individual teacher improvement plans. We are concerned however, that the additional provisions requiring an agreement between the board of education and the exclusive bargaining representative may extend the reach of collective bargaining into the teacher evaluation plan. There is existing statutory language, adopted in 2004, which allows for "claims of failure to follow the established procedures of such evaluation programs" to be subject to the grievance procedure. It is unclear whether the reference to bargaining refers to bargaining the teacher improvement and remediation plan, or to the designation of "other persons deemed appropriate" as a participant in the development of the plans. We urge you to provide clarification and to retain teacher evaluation as a permissive subject of bargaining.

We appreciate your attention to this issue.